

# Be Safe

Introduction and Policies



NSPCC   
Cruelty to children must stop. FULL STOP.

  
England  
netball  
BE THE TEAM

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## Foreword

Welcome fellow netballers to England Netball’s guide to safeguarding the netball community.

Protecting young people in netball has always been a priority for the netball community. As our sport has developed and grown, so has the need to protect our young players and volunteers. This guide has been produced to inform and guide everyone within the netball community; it will support those caring for young people as well as those in need of care.

I have every faith that these guidelines will be quickly and thoroughly adopted and that everyone will welcome having a tool they can become familiar with and refer to, when and if required.

I look forward to continuing our work together; providing young people with a safe, equal and happy environment in which our unique sport can thrive.

**Cheryl Danson OBE**  
**Chairman**  
**England Netball**

This resource is based on England Hockey’s *Proud to Protect - Safeguarding the Hockey Family* and is reproduced with the kind permission of England Hockey.

## Introduction

Welcome to England Netball's safeguarding good practice guide - *Be Safe: A Good Practice Guide*.

The policies and procedures contained within this guide have been collated to specifically protect the netball community. The contents of this guide follow government legislation and offer a common-sense approach and best-practice solutions.

England Netball recognises that associations, clubs and individuals all need support when working to protect children in their care. Within this guide you will find everything from safety in changing areas, to travel guidelines, to communicating effectively with young people.

We cover topics such as the recruitment of individuals to your club, as well as new areas such as helping parents make an informed decision as to which club their child can join. We've worked to ensure everything regarding safeguarding is here and is easily accessible to everyone.

All of the information within this guide can be downloaded from [www.Englandnetball.co.uk/safeguarding](http://www.Englandnetball.co.uk/safeguarding)

England Netball aims to be recognised as the leading women's team sport. In order to achieve this aim we must recognise and deliver appropriate tools which support the development of netball.

It is our hope that all members of the netball community will benefit from this document and we trust that all those who are in a position to do so, will adopt best-practice guidelines and support us in our aim to protect the netball community.

**Paul Clark**  
Chief Executive Officer  
England Netball



## Policies

### Policy on Safeguarding and Protecting Young People in Netball

This section includes England Netball's policies relating to safeguarding and protecting young people in netball. All clubs, associations and individuals are bound by these policies.

You can also download these policies online at [www.englandnetball.co.uk/safeguarding](http://www.englandnetball.co.uk/safeguarding)

#### General Responsibilities of Those within Netball

England Netball is committed to creating and maintaining a safe and positive environment for all young people involved in netball. It accepts a responsibility to help safeguard the welfare of young people and protect them from harm.

Every individual and organisation within the netball community has a role and responsibility to help ensure the safety and welfare of young people. The netball community is defined below.

In particular, all clubs and others providing opportunities for young people in netball must accept that they are required to fulfil their duty of care, which means that they must do everything that can be reasonably expected of them to help safeguard and protect young people from any reasonable foreseeable harm.

#### Definitions

##### Netball Community

All individuals, clubs, associations and other organisations involved in any capacity in the game of netball, whether or not they are members of England Netball. For the avoidance of doubt this includes all players and anyone working within netball (in a paid or voluntary capacity, and whether as an employee or on a self-employed or other work basis) including all coaches, umpires, and other officials.

##### Young People

Any people under the age of 18.

#### The Netball Community's Obligations

Everyone within the netball community must act in accordance with the general principles set out in this policy and the principles set out in the particular policies below:

- Recruitment, Selection and Retention of Persons with Access to Young People (pages 4-5)
- The Use of CRB Checks (pages 8-9)
- Anti-bullying (pages 10-11)
- Taking and Use of Photographic and Recorded Images of Young People (pages 6-7).

Together with the supporting good practice guidance available in Section 3.

All affiliated clubs and associations must, in addition, adopt the England Netball policy as it includes their requirements within it, and ensures:

- the adopted policy complies with the general principles set out in this good practice document.

Everyone within the netball community must also:

- abide by England Netball's Codes of Conduct and behaviour, in relation to the safeguarding of young people within netball
- follow England Netball reporting procedures where there are concerns relating to the safety or welfare of young people.

For clarity, policies, procedures and good practice relating to the safeguarding of young people in netball need to be applied both in relation to activities for young people specifically, and where young people may be involved within the adult game; e.g. where players or umpires under 18 years of age are incorporated into an adult netball team.

## How England Netball Can Help

As the national governing body, England Netball will publicise and promote its safeguarding young people policy, procedures and this good practice guidance. It will also support its affiliated clubs and associations in adopting the England Netball policy by producing template policies and procedures and through access to appropriate training and education opportunities.

England Netball is committed to ensuring that concerns relating to the safety and welfare of young people in netball are taken seriously and acted upon swiftly and appropriately. To achieve this, England Netball has developed procedures for reporting concerns, which are set out in Section 2 of this document.

England Netball recognises the roles and responsibilities of the statutory agencies in safeguarding young people and the responsibilities and expertise of the relevant agencies in determining whether young people have, or may have, been abused or otherwise harmed. England Netball is committed to complying with the procedures of the local safeguarding children boards (LSCBs). Accordingly, England Netball will work cooperatively with the statutory agencies on matters relating to safeguarding young people and, where England Netball receives report of a concern, it will refer the matter to the relevant statutory agency where appropriate.

England Netball is also committed to directly challenging conduct within netball that is, or may be, harmful to young people. It may, therefore, instigate proceedings under its own safeguarding and protecting young people disciplinary regulations where concerns or complaints are raised (by sources internal or external to netball) relating to the safety and welfare of young people. England Netball will take action against any person or organisation within its jurisdiction whose conduct is found to have harmed a young person in netball or whose conduct (within or outside netball) poses or may pose any risk of harm to young people in netball. England Netball may also refer matters back to a club for resolution at club level where appropriate.

## General Safeguarding and Protecting Young People Principles

- The safety and welfare of young people is paramount.
- All young people, regardless of age, ability, sex, race, religion or belief, ethnic origin, social status or sexual orientation have the right to be protected from harm.
- The rights, dignity and worth of all young people should always be respected.
- England Netball wishes to promote a TELLING culture – everyone within netball must therefore report all concerns in accordance with England Netball reporting procedures.
- It is the responsibility of the child protection experts to determine whether or not abuse has taken place, but it is everyone's responsibility in netball to report concerns.
- The roles and responsibilities of the statutory agencies in safeguarding young people must be recognised and the procedures of the LSCBs must be complied with.
- Any policy or procedure is only as effective as the ability and skill of those who operate it.
- England Netball is committed to encouraging, and everyone within netball must recognise and regard as essential, the effective and safe recruitment of all individuals working with young people in netball.
- All those working in netball, in a paid or voluntary capacity, must abide by England Netball's Codes of Conduct.

## Guidance and Legislation

The practices and procedures within this policy and documentation are based on the principles contained within UK and international legislation and government guidance, and have been designed to complement LSCBs procedures and take the following into consideration:

- The Children Acts 1989 and 2004
- The Protection of Children Act 1999
- The Police Act 1997
- The Rehabilitation of Offenders Act 1974
- Criminal Justice and Court Services Act 2000
- The UN Convention on the Rights of the Child
- The Human Rights Act 1998
- The Data Protection Act 1998
- 'Caring for the young and vulnerable' Home Office guidance for preventing the abuse of trust, 1999
- 'What to do if you are worried a child is being abused', DOH 2006
- 'Working Together to Safeguard Children', 2006 HM Government
- The Safeguarding Vulnerable Groups Act 2006.

## Policy on Recruitment, Selection and Retention of Persons with Access to Young People

### Introduction

All adults who work with young people in netball are in a position of trust which has been invested in them by parents, the sport and the young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position. As good practice, it is important all reasonable steps are taken to ensure that all individuals with access to young people in netball, whether in a paid or unpaid capacity, are suitable and appropriate. This can help to ensure that netball offers opportunities for young people in a safe and enjoyable environment.

This policy should be read in conjunction with the good practice guidance on safe recruitment (pages 33–35) and the Policy on the Use of Criminal Records Bureau (CRB) Checks (pages 8–9).

### The Netball Community's Obligations

Everyone within the netball community must act in accordance with the general principles in England Netball's Safeguarding and Protecting Young People Policy and the principles set out in this policy for the recruitment and retention of persons with access to young people.

In addition, all affiliated clubs, counties and regions must adopt and implement their own recruitment and retention policy in accordance with:

- England Netball's Policy on Safeguarding and Protecting Young People in Netball (pages 2–3)
- England Netball's Policy on Recruitment, Selection and Retention of Persons with Access to Young People (pages 4–5)
- England Netball's Policy on the Use of CRB Checks (pages 8–9)
- the supporting good practice guidance in Section 3.

### How England Netball Can Help

England Netball is committed to supporting its affiliated clubs, counties and regions to implement policies through the provision of appropriate access to education and training, and supporting documentation.

England Netball will facilitate CRB checks for all affiliated clubs, counties and regions through the England Netball CRB Service. England Netball will provide advice to clubs where the CRB check reveals adverse information, and this must be followed. Clubs and associations should note that they will remain responsible for all other aspects of the recruitment process.

England Netball is also committed to ensuring that concerns relating to the recruitment, selection and retention of persons with access to young people in netball are taken seriously and acted upon swiftly and appropriately. To achieve this, England Netball has developed procedures for reporting concerns, set out in Section 2 of this document. England Netball may refer concerns to the relevant statutory agencies, instigate proceedings under its own safeguarding and protecting young people disciplinary regulations\* or refer the matter to a club, county or region for resolution as appropriate.

### Principles and Good Practice

- Everyone within the netball community, in particular clubs, counties and regions, should have an understanding of the importance of good practice in recruitment, selection and retention for safeguarding young people in netball, and should know what England Netball's policy is on recruitment and retention.
- Staff and volunteers in the netball community must be recruited, retained and fairly treated regardless of race, colour, ethnic or national origin, religion or belief, sex, marital status, sexual orientation, gender reassignment, age or disability.
- Staff and volunteers in the netball community must not be discriminated against unfairly on the basis of a conviction or other information revealed on a CRB check. England Netball has a Policy on the Recruitment of Ex-offenders\*, which is written in accordance with the Rehabilitation of Offenders Act 1974.
- Selection processes when recruiting to any position, whether paid or unpaid, must be open, fair and transparent.

\*Documents available online at [www.EnglandNetball.co.uk/safeguarding](http://www.EnglandNetball.co.uk/safeguarding)

- When recruiting to a position involving significant access to young people:
  - an enhanced CRB check must be undertaken through England Netball's CRB Service in accordance with the Policy on the Use of CRB Checks. England Netball will provide advice where the CRB check reveals disclosed information, and this must be followed
  - application forms must be used as part of the recruitment process
  - interviews or meetings must be held with applicants to assist in determining their suitability to work with young people
  - two references must be obtained before a position is offered to an applicant
  - applicants must demonstrate their right to work in the UK (paid positions only)
  - see Policy on Use of CRB Checks (pages 8-9) and good practice guidance on safe recruitment (pages 33-35) for details.
- All affiliated clubs and associations must carry out retrospective enhanced CRB checks (where not previously carried out) on individuals with access to young people in accordance with the Policy on the Use of CRB Checks. For guidance on roles that require an enhanced check, please refer to the good practice guidance on safe recruitment (pages 33-35) provided by England Netball or [www.englandnetball/safeguarding](http://www.englandnetball/safeguarding)
- Clubs, counties and regions must not engage any individual, either paid or unpaid, in contradiction of any sanctions imposed by England Netball against that individual under the safeguarding and protecting young people disciplinary regulations\*.
- All positions, whether paid or unpaid, must have a role description to ensure clarity of responsibilities for all parties.
- Organisations appointing to positions with access to young people in netball must be committed to providing support through access to appropriate training and other opportunities.



## Policy for Taking and Use of Photographic and Recorded Images of Young People

### Introduction

#### England Netball does not wish to prevent parents or other spectators being able to take legitimate photographs or recorded images.

The use of recorded images can also be a valuable coaching aid. However, England Netball is committed to providing a safe environment for all young people under the age of 18 in netball, and it is therefore committed to ensuring all necessary steps are taken to protect young people from the inappropriate or uninformed use of their images in resources and media publications, on the Internet, and elsewhere.

Photographic and recorded images can also be used as a means of identifying young people if accompanied by personal information. This has the potential to make a young person vulnerable to individuals seeking to 'groom' young people for abuse. Additionally, images can be used or adapted for inappropriate use. There is evidence of adapted sporting images being used on websites displaying images of child abuse.

#### This policy covers the following key areas:

- the taking and/or publishing of photographic and recorded images of young people
- the use of photographic or recorded image equipment at netball events
- the use of photographic or recorded image equipment as a coaching aid.

### Photographic or Recorded Images

This includes images or recorded images using a camera, digital camera, video recorder, mobile phone or personal digital assistant device (PDA).

### The Netball Community's Obligations

Everyone within the netball community must act in accordance with the general principles in England Netball's Policy on Safeguarding and Protecting Young People in Netball (pages 2-3) and the principles set out in the Policy for Taking and Use of Photographic and Recorded Images of Young People (pages 6-7).

In addition, all affiliated clubs and associations must adopt and implement the England Netball policy relating to the taking and use of photographic and recorded images of young people in netball, in accordance with:

- England Netball's Policy on Safeguarding and Protecting Young People in Netball (pages 2-3)
- the supporting good practice guidance (Section 3).

### How England Netball Can Help

England Netball is committed to supporting its affiliated clubs and associations to implement policies through the provision of appropriate access to education and training, and supporting documentation.

England Netball is also committed to ensuring that concerns relating to the misuse of photographic or recorded images of young people in netball are taken seriously and acted upon swiftly and appropriately. To achieve this, England Netball has developed procedures for reporting concerns, set out in Section 2 of this document. England Netball may refer concerns to the relevant statutory agencies, instigate proceedings under its own safeguarding and protecting young people disciplinary regulations\* or refer the matter to a club or association for resolution as appropriate.

### Principles

- Everyone within the netball community should have an understanding of the issues relating to taking and use of photographic and recorded images of young people and England Netball's policy on this.
- Parents and young people have a right to decide whether young people's images are to be taken, and how those images may be used.
- In accordance with good practice guidance for competition and tournaments (pages 28-30), parents and young people must provide written consent for young people's images to be taken and used. There may be legitimate reasons for denying consent (i.e. subject to legal restrictions).

\*Documents available online at [www.Englandnetball.co.uk/safeguarding](http://www.Englandnetball.co.uk/safeguarding)

- A registration process should be used for photographers in accordance with the good practice guidance on the Taking and Use of Photographic and Recorded Images of Young People (pages 6–7). This will help deter those wishing to take photographs or recorded images for inappropriate use.
- Images should convey the best principles and aspects of netball, such as fairness and fun.
- Care should be taken to ensure that images are not sexual or exploitative in nature, nor open to obvious misinterpretation and misuse.
- All images of young people should be securely stored to avoid inappropriate use.
- In the case of images used on websites, particular care must be taken to ensure that no identifying details facilitate contact with a young person by a potential abuser.
- Where used for coaching purposes, players and their parents should be made aware that this is part of the coaching programme and be clear of the purpose of filming as a coaching aid.
- Suspected inappropriate taking of photographic or recorded images should be challenged and reported.

**When assessing the potential risks in the use of images of players, the most important factor is the potential for inappropriate use of images of young people. Awareness of the risks, and taking appropriate steps, can reduce the potential for misuse of images.**

\* Documents available online at [www.englandnetball.co.uk/safeguarding](http://www.englandnetball.co.uk/safeguarding)



## Policy on the Use of Criminal Records Bureau Checks

### Introduction

England Netball is committed to creating and maintaining a safe and positive environment for all young people to participate in netball. It is important that people with a history of relevant and significant offending are prevented from contact with/responsibility for young people and do not have the opportunity to influence policies or practice in relation to them.

The use of Criminal Records Bureau (CRB) checks can assist with safeguarding young people in netball at the point of recruitment. CRB checks can also be used retrospectively, where necessary, to assist with ensuring a safe and positive environment in netball. Use of CRB checks will therefore form part of the assessment of a person's suitability to work with young people in netball.

This policy should be read in conjunction with England Netball's Policy on Recruitment, Selection and Retention of Persons with Access to Young People (pages 4-5), England Netball's Policy on the Recruitment of Ex-offenders\* (page 47) and England Netball's Policy on Secure Storage, Handling, Use, Retention and Disposal of CRB Information\*.

### Enhanced Disclosures

An enhanced disclosure will contain information about criminal offences including convictions, cautions, reprimands and warnings. It will detail ALL previous convictions, including those usually regarded as 'spent' under the Rehabilitation of Offenders Act 1974 and 'Barring List' decisions.

### The Netball Community's Obligations

Everyone within the netball community must act in accordance with England Netball's Policy on Safeguarding and Protecting Young People in Netball (pages 2-3) and the principles set out in this Policy on the Use of CRB Checks. All affiliated clubs and associations must adopt and implement the England Netball policy on:

- the use of CRB checks in accordance with:
  - England Netball's Policy on Safeguarding and Protecting Young People in Netball (pages 2-3)
  - the supporting good practice guidance (Section 3)
- the recruitment of ex-offenders (page 47)
- the secure storage, handling, use, retention and disposal of CRB information.

### How England Netball Can Help

England Netball is committed to supporting its affiliated clubs and associations to implement policies through the provision of appropriate access to education and training, and supporting documentation.

England Netball will facilitate CRB checks for all affiliated clubs and associations through the England Netball CRB Service. England Netball will provide advice to clubs where the CRB check reveals disclosed information, and this must be followed. Clubs and associations should note that they will remain responsible for all other aspects of the recruitment process. To find out more about this service, please visit [www.EnglandNetball.co.uk/safeguarding/CRB.php](http://www.EnglandNetball.co.uk/safeguarding/CRB.php)

England Netball is also committed to ensuring that concerns relating to the use of CRB checks in netball are taken seriously and acted upon swiftly and appropriately. To achieve this, England Netball has developed procedures for reporting concerns, set out in Section 2 of this document. England Netball may refer concerns to the relevant statutory agencies, instigate proceedings under its own safeguarding and protecting young people disciplinary regulations\* or refer the matter to a club or association for resolution as appropriate.

England Netball may instigate proceedings under its Safeguarding and Protecting of Young People Complaints and Disciplinary Regulations\* where affiliated clubs and associations fail to adopt, implement or act in accordance with relevant policies. England Netball may also require an individual against whom an investigation is proceeding under the Safeguarding and Protecting of Young People Complaints and Disciplinary Regulations\*, to undergo a CRB check as part of the investigation.



**Criminal Records Bureau**

Further information on the CRB and their services can be obtained from the CRB website at [www.crb.gov.uk](http://www.crb.gov.uk)

\*Documents available online at [www.EnglandNetball.co.uk/safeguarding](http://www.EnglandNetball.co.uk/safeguarding)

## Principles

- All clubs, counties and regions within the netball community should have an understanding of the use of CRB checks in netball and their relation to good practice in recruitment and retention of staff and volunteers, and should know what England Netball's policy is on CRB checks.
- In accordance with England Netball's Policy on Recruitment, Selection and Retention of Persons with Access to Young People (pages 4-5), when recruiting to a position involving access to young people an enhanced CRB check must be undertaken through England Netball's CRB Service. Clubs should refer to the good practice guidance on recruitment for roles requiring a CRB check.
- In line with CRB policy and sports industry standard practice, England Netball will not recognise CRB checks obtained through other organisations.
- All affiliated clubs and associations must comply with the CRB Code of Practice. England Netball will assist clubs in compliance through relevant documentation and good practice guidance. Copies of the CRB Code of Practice will be made available to clubs and associations via [www.EnglandNetball.co.uk/safeguarding](http://www.EnglandNetball.co.uk/safeguarding)
- Where a CRB check will be required, all application forms, job advertisements and related documents issued by affiliated clubs and associations must contain a statement that a check will be requested in the event of the individual being offered the position.
- Given the potentially sensitive nature of information contained on CRB checks, all those involved in the process must maintain confidentiality in accordance with the CRB Code of Practice. Breach of this condition may result in disciplinary action being taken in accordance with England Netball's Safeguarding and Protecting of Young People Complaints and Disciplinary Regulations\*.
- Should a CRB disclosure reveal any history of offending, England Netball will assess whether the offences are relevant and significant. All decisions taken will be in the best interests of young people and will balance the relevance and significance of the offence and rehabilitation of the offender in relation to the role they are undertaking. England Netball will advise the individual and the club or organisation of the outcome of this assessment process.

### This advice must be followed.

- England Netball will ensure that all those involved in the process of decision making regarding the relevance of CRB disclosed information will be trained to identify and assess the relevance and circumstances of offences. They should also have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
- **Having a criminal record will not necessarily bar an individual from working or volunteering in netball.** This will depend on the nature of the position and the circumstances and background of their offences. Factors that may be taken into account would include:
  - whether the information received is relevant to the position they are applying for in relation to working with young people
  - the seriousness of any offence or other matter
  - the age of the person at the time of the offence
  - the age of the victim involved and whether the offence was violent or sexual in nature
  - the length of time since the offence or other matter occurred
  - whether the applicant has a pattern of offending behaviour or other relevant matters
  - whether the offence involved a breach of trust
  - whether the applicant's circumstances have changed since the offending behaviour or other relevant matters
  - the circumstances surrounding the offence and the explanations offered.

All decisions will be made in good faith whilst recognising that the welfare of young people remains paramount.

England Netball will work with other relevant organisations to ensure that decisions are made according to best practice in the use of evidence and research in this field.

- On receipt of CRB information regarding significant and relevant offending or other matters, England Netball may initiate proceedings under its Safeguarding Young People Disciplinary Regulations\*.
- Any information provided to England Netball by the CRB will be accepted as correct. Any dispute regarding information contained on a CRB check should be referred by the individual directly to the CRB.

\*Documents available online at [www.EnglandNetball.co.uk/safeguarding](http://www.EnglandNetball.co.uk/safeguarding)

## Policy on Anti-bullying

### Introduction

England Netball is committed to creating and maintaining an environment in which all young people involved in netball are free from bullying.

### The Netball Community's Obligations

Everyone within the netball community must act in accordance with the general principles in England Netball's Policy on Safeguarding and Protecting Young People in Netball (pages 2-3) and the principles set out in England Netball's Policy on Anti-bullying (pages 10-11).

In addition, all affiliated clubs and associations must adopt and implement their own anti-bullying policy in accordance with:

- England Netball's Policy on Safeguarding and Protecting Young People in Netball (pages 2-3)
- England Netball's Policy on Anti-bullying (pages 10-11)
- the supporting good practice guidance (Section 3).

### How England Netball Can Help

England Netball is committed to supporting its affiliated clubs and associations to implement policies through the provision of appropriate access to education and training, and supporting documentation.

England Netball is also committed to ensuring that concerns relating to bullying of young people in netball are taken seriously and acted upon swiftly and appropriately. To achieve this, England Netball has developed procedures for reporting concerns, set out in Section 2 of this document.

England Netball may refer concerns to the relevant statutory agencies, instigate proceedings under its own safeguarding and protecting young people disciplinary regulations\* or refer the matter to a club or association for resolution as appropriate.

### Bullying

Bullying is anything that is done with the intention of hurting or intimidating, frightening or upsetting another person. Bullying is not always physical but it results in distress to the victim. Instances of bullying can occur not only between young people but also from adults to young people.

#### Bullying can be:

- **emotional**  
persistently being unfriendly, excluding, tormenting, threatening gestures
- **physical**  
pushing, kicking, hitting, punching or any use of violence
- **racist**  
racial taunts or language, graffiti, gestures
- **sexual**  
unwanted physical contact or sexually abusive comments
- **homophobic**  
because of, or focusing on the issue of sexuality
- **verbal**  
name-calling, sarcasm, spreading rumours, teasing.

\*Documents available online at [www.EnglandNetball.co.uk/safeguarding](http://www.EnglandNetball.co.uk/safeguarding)

It should be noted that bullying may not only occur through face to face contact. Increasingly, bullying may occur through other forms of communication i.e. Internet, email and text messaging.

### Principles

- Everyone within the netball community should have an understanding of what bullying is and England Netball's Policy on Anti-bullying (pages 10-11).
- Bullying of any kind is not acceptable in netball and should not be tolerated by anyone within the netball community, in particular any organisation providing netball opportunities for young people.
- England Netball wishes to promote a TELLING culture and anyone who knows, or suspects that bullying is happening must take the matter seriously, and report it in line with England Netball's Reporting Procedures\*.
- Any incident or concern of bullying must be acted upon swiftly.

\* Document available online at [www.EnglandNetball.co.uk/safeguarding](http://www.EnglandNetball.co.uk/safeguarding)

